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**EMPLOYMENT STRUCTURE AND EARNINGS OF MIGRANT
WORKERS IN URBAN ECONOMY**

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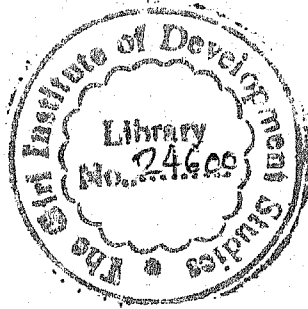
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EMPLOYMENT STRUCTURE AND EARNINGS OF MIGRANT
WORKERS IN URBAN ECONOMY*

G.S. Mehta

There has been a growing concern about the problems related to labour absorption in urban settlements in developing countries. These problems are faced mainly due to unprecedented increasing volume of migrant job seekers into urban centres and the alarming growth of native job seekers. In fact the urban centres are realistically incapable of creating job opportunities according to the increasing level of job seekers. Consequently the growth of job seekers does not reflect the growth of job available in urban settlements. In fact it is more commonly been observed that the migration is mainly continuously exceeding the rates of urban job creation and to surpass greatly the capacity of both industry and urban social services to absorb the labour effectively (Ganguli, 1954, p.23).

*The paper is outcome of the study 'Socio-Economic Aspects of Migration in Kanpur City' carried out by the author at the Giri Institute of Development Studies, Lucknow.

However, while considering the distribution pattern of employment opportunities of different kinds and status among migrant and non-migrant workforce in urban settlements the scholars have conflicting opinions. Several of the studies, for instance, by Finlay (1977) Shaw (1975) Sabot (1972) Mehta (1986) argued the fact that the migrants generally find the opportunity to get concentrated in better paid occupations than the non-migrants. The explanations expressed in this regard are that the migration motivated for seeking employment avenues is usually carried out at young age groups by very selective and active labourforce who possess higher level of education, superior skill and productive efficiency, not only in comparison to non-migrants at the point of origin but also the labourforce at the place of destination. Consequently the study by Brollings (1971) have observed that the migrants are highly selective, actively resourceful and qualitatively better educated than the natives. Therefore the former groups of workers have availed the opportunity of better earnings than the latter groups of workers. Distributing the workers according to their occupational groups of employment, the study by Weinor (1973) also postulates that in urban economy, the migrants are placed in better paid occupations than the non-migrants. Same kinds

of findings are also revealed in the study undertaken by Lakdawala (1963) in Bombay City. However, a study by Zachariah (1966 p.378-92) have argued that while migrants tend to be upwardly mobile, they do not get the similar levels of employment opportunities as the non-migrants at the destination.

However, a close look on the earning distribution of workers at their different age groups reveals that at the initial stages of entry into the labour market, the migrants do not get the opportunity of similar levels of advantages of employment and earnings to that of the natives but the levels of earnings eventually increase more sharply in favour of migrants than the natives through out their working stages (See Book 1969 and Mehta 1991 p.46). In all the migrants receive much higher amounts of earning advantages as compared to non-migrants (Mehta 1991 p.48).

The Study

In this light the present paper attempts to examine the pattern of employment and earning structure of migrants and non-migrants in different types of establishments, economic sectors and occupations. Further, an analysis also been carried out to find out at what extent and level the differences in earnings are existing among migrants and non-migrant

workers inspite of having similar level of educational attainments and work experience. For this, the average earnings are firstly calculated by the level of education and the age groups of workers and secondly, taking age and the level of education of workers as the proxy variable the age-earning profile is constructed separately for migrant and non-migrant workers.

The study is based on the primary data collected among a sample of 1000 migrant and 500 for non-migrant households selected in Kanpur city. For the selection of sample households for the study, we have firstly drawn a list of all Municipal Wards of the city according to 1981 census, Secondly, classifying the listed wards according to their functional categories, as classified by census, eight wards comprising different functional categories were choosen. Thereafter three Mohallas from each Municipal Ward were selected, keeping into consideration the number and size of households and population of migrants and non-migrants living in these Mohallas. Thirdly, the listing of entire households existing in the sample Mohallas was carried out and a sample of migrant and non-migrant households was selected for detailed study.

Employment and Earnings by Establishments - The analysis pertaining to the distribution of work-force according to the establishment of employment, we find that a majority of workers are confined in the factory site (37 percent) followed by own account services (30 percent) and public administration/corporation (23 percent) while only 8 percent are recorded engaged in commercial activities like banking, insurance, finance and trading and a lowest proportion (3 percent) in non-factory establishments like transportation etc. in the sample city. Comparing the relative position of migrant and non-migrant workers separately in different categories of establishments classified by us we observed that the migrant workers have edge over the non-migrant workers only in the factory and non-factory establishments otherwise in almost all/^{other} establishments the proportions of workers in case of latter group are comparatively higher than the former group. Though, the larger differences in the proportion of workers are found among those employed in different establishment from different groups. The factory size alone is providing employment opportunities to over 41 percent of the migrant workers as against of only 28 percent non-migrant workers. But the proportion of workers confined on own account services in informal sector economies is almost

similar from each group. (Table-1)

Occupational Structure of Employment - Distribution of workforce according to their occupational structure in the sample city reveals that a highest proportion of workers are confined in the un-classified occupations related to field jobs and occupations related to informal sector activities, these together account for around 32 percent of the total workers followed by skilled workers (28 percent), which are generally engaged in production processes and lower status of occupations such as peon, watchman, caretaker in non-household sector etc. (18 percent) while a lowest proportion of them are reported in the categories of managerial/supervisory (10 percent) and clerical (13 percent) occupations. However, among the migrant workers a highest proportion of them are in technical jobs (30 percent) but among the non-migrants a majority of workers are confined in un-classified occupations in informal sector. (41 percent). In relatively higher status of occupations such as managerial/supervisory, the concentration of migrant workers is significantly much larger than the non-migrant workers. Infact, the highest levels of differences in the concentration ratio of workers in favour of migrants are also reflected in these higher status of occupation than in the remaining occupations. This indicates that ^{the} classified better categories and status

Table 1

Distribution of Migrants and Non-Migrants by the Establishment
of Employment

Establishment	Migrant	Non-Migrant	All
Public Administration/Corporation	215 (21.50)	125 (25.00)	340 (22.67)
Govt. Factory Establishment	270 (27.00)	86 (17.20)	356 (23.73)
Pvt. Factory Establishment	137 (13.70)	54 (10.80)	191 (12.73)
Non-factory Establishment	39 (3.90)	7 (1.40)	46 (3.07)
Business/Trade	28 (2.80)	48 (9.60)	76 (5.07)
Banking	11 (1.10)	26 (5.20)	37 (2.47)
Others	300 (30.00)	154 (30.80)	454 (30.27)
All	1000 (100.00)	500 (100.00)	1500 (100.00)

Note :- Figures in brackets indicate the percentage of row totals.

Table 2Distribution of Migrants and Non-Migrants by their Occupations

<u>Occupation</u>	<u>Migrants</u>	<u>Non-Migrants</u>	<u>All</u>
Managerial	31 (3.10)	9 (1.80)	40 (2.67)
Supervisory	92 (9.20)	18 (3.60)	110 (7.33)
Ministerial/ Clerical	109 (10.90)	82 (16.40)	191 (12.73)
Technical Jobs	292 (29.20)	121 (24.20)	413 (27.53)
Lower Categories	202 (20.20)	67 (13.40)	269 (17.93)
Other Occupations	274 (27.40)	203 (40.60)	477 (31.80)
All Occupations	1000 (100.00)	500 (100.00)	1500 (100.00)

Note :- Figures in brackets indicate the percentage of row totals.

of occupational employment in the urban labour market are controlled mainly by migrant labourforce. As a result of limited chances for native labourforce to enter in these higher status of occupations, a majority of them are forced to enter in lower categories of occupations available mainly in the informal sector activities.

Employment and Earnings by Economic Sector - The distri-

bution pattern of workers employed in different economic sectors reveals that a major chunk of workers from both migrant as well as non-migrant groups are heavily confined in the manufacturing non-household and service sectors. However, in both the economic sectors the proportion ^{of} migrants is significantly higher as compared to non-migrants. And the commercial activities like trading, commerce and insurance are recognised to be the second most important sectors in the city which are providing employment opportunities to around 26 percent of non-migrant workers as against of 19 percent migrant workers. Keeping into consideration the differences existing in the levels of earnings between migrant and non-migrant workers it reveals that on an average the former groups of workers are receiving a advantage of 23 percent higher earnings over the non-migrant workers in the city. Wide disparities are also seen appearing in the average earnings received by

these two groups of workers employed in different economic sectors. The levels of earnings in case of migrant workers are significantly higher than the non-migrant workers in all the economic sectors. However, among the workers both from migrant as well as non-migrant groups which are employed in services are observed getting highest levels of advantages in earnings than those employed in remaining economic sectors. Though, in this sector, the earnings of migrants are 22 percent higher than the non-migrants. Further, we observed that the extent of differences in earnings in favour of migrant workers are relatively much higher particularly in the low paid economic sectors like agriculture and allied, household manufacturing and construction. However, these differences are lowest in transport, storage and communications (7 percent) followed by manufacturing non-household sector (10 percent) and services (22 percent). It is also revealed that in the classified higher paid economic sectors the concentration of migrant workers is significantly much higher as compared to non-migrant workers (Table-3). Thus the overall assesment relating to earning differentials and the proportion of workers employed from migrant and non-migrant groups in different economic sectors reveals that the migrants are better placed than the non-migrants in the indentified better status and rewarding levels of employment opportunities available

in different economic sectors in the sample city. In other words it is quite evident that the available employment opportunities of different status and earning profiles in the city are more openly available to migrants than the non-migrants, this is mainly ^{due} to the fact that the migrants are qualitatively better educated ^{and also may be} and better suited to the requirements of jobs available in different economic sectors.

Status of Employment and Earnings - Distributing the

workers according to their status of employment categories we find a majority of them are employed in paid jobs (68 percent) followed by employment available in informal sector (27 percent) while only a small proportion (4 percent) of respondents are noticed as the employers of the different types of establishments. And the average earnings received by employers are observed significantly much higher (Rs.2039) as compared to those are engaged on paid jobs (Rs.908) and informal sector employment (Rs.661). Further we observed that the earnings of migrants are significantly much higher than the non-migrants in all status and categories of employment. However, the differences in earnings in favour of migrants are recorded to be highest among the employers (35 percent) followed by those are working in informal sector (23 percent) and as employee (17 percent). The dominance of migrants is

Table 3

Distribution of Migrants and Non-Migrants by Sector of Employment and Average Monthly Earnings

Sector of Employment	Migrant		Non-Migrant		All	
	Nos	Av. Earnings	Nos	Av. Earnings	Nos	Av. Earnings
Agriculture and Allied and Mining/Quarring	15 (1.50)	838.38	10 (2.00)	480.00	25 (1.66)	695.10
Manufacturing Non-households	376 (37.60)	872.45	152 (5.60)	790.42	529 (35.27)	848.72
Manufacturing households	5 (0.50)	350.00	10 (2.00)	585.00	15 (1.00)	673.33
Construction	12 (1.20)	608.22	23 (4.06)	490.43	35 (2.33)	530.85
Transport, Storage and Communication	47 (4.70)	505.25	750.75 (8.00)	750.75	87 (5.30)	780.72
Trade Commerce Banking and Insurance	132 (13.20)	610.55	128 (25.60)	752.03	320 (21.33)	907.14
Service	430 (55.30)	1034.24	136 (27.20)	851.10	489 (32.60)	983.30
All Sectors	1000 (100.00)	949.15	500 (100.00)	773.61	1500 (100.00)	890.63

Note: Figures in brackets indicate the percentages of row totals.

noticed only in the paid jobs while the remaining categories of jobs are dominated by non-migrants (Table-4).

Earnings by Level of Education - The analysis relating to earning profiles of workers at different educational levels reveals that the earnings of both migrants as well as non-migrants are consistently increasing with the increase in their level of education, however, at different educational level the earnings of migrants are significantly much higher than the non-migrants. Looking at the rates of increments in the average earnings of workers by way of taking the earnings of illiterate workers as the base we find the earnings of migrants are increasing more sharply as compared to non-migrants at all levels of education. Also the indices of earnings for migrants are relatively much higher than non-migrants at all levels of education, Infact, at higher professional/technical level of education the earning indices has reached 266 points for migrants as against 202 points for non-migrants. Distributing the workers into different earning ranges we further noticed that in the lowest earning group of below Rs.600, the proportion of non-migrant workers (33 percent) is significantly higher as compared to migrant workers (22 percent). However, in the highest level of earning range of above Rs.1200 the proportion for latter

Table 4

Distribution of Migrants and Non-migrants by their Status of
Employment and Average Monthly Earnings

Status of Employment	(Earnings in Rs.)					
	Migrant		Non-migrant		All	
	Nos	Av. Earn- ings	Nos	Av. Earn- ings	Nos	Av. Earn- ings
Employee	729 (72.90)	947.57	292 (58.40)	809.36	1021 (68.07)	908.04 17
Employer	41 (4.10)	2264	26 (5.20)	1682.69	67 (4.47)	2038.80 35
Own Account Services	230 (23.00)	719.67	182 (36.40)	586.37	412 (27.47)	660.78 22
All Groups	1000 (100.00)	949.15	500 (100.00)	773.61	1500 (100.00)	890.63

Note :- Figures in brackets indicate the percentages
of row totals

group is 24 percent as against 13 percent for former group of workers though in the middle level of earning ranges (Rs.600 to Rs.1200) the proportions of both migrant as well as non-migrant workers are observed almost similar. (Table 5 (a) - and Table 5(b)).

Earnings by Age - It has been universally recognised that the levels of earnings of an individuals increases simultaneously with the increase of their level of education and age groups but ^{reduction} in earnings starts after reaching its peak stage at a certain age (Tilak 1987 (p.89) Mehta (1990 p.101) considering the age earning profiles of our sample workers we also find that the earnings of both migrants as well as non-migrants are consistantly increasing with the increase of their age and after reaching at the peak stage at the age of 50 to 60 years the earnings are indicated to be falling down. However, the earning indices of migrants are significantly much higher than the non-migrants at all age groups, also the earnings of former group of workers are observed increasing at greater rate than the latter group of workers. The earning index for migrant workers ~~was~~ registered up to 264 points as against 189 points for non-migrant workers at their respective peak earning age groups, even at the retirement age group (above 60 years) the earning index for migrants (177) is significantly much higher than the case

Table 5-(a)

Distribution of Migrants by their Earnings and Levels of Education

Level of Education	Earning Groups										Ar. Earnings
	Below 300	300-600	600-900	900-1200	1200-1500	1500-2000	2000 & above	All Migrants			
Illiterates	9 (4.50)	82 (41.00)	91 (45.50)	13 (6.50)	3 (1.50)	1 (0.50)	1 (0.50)	200 (100.00)	1 (0.50)	200 (100.00)	604.28 (100.00)
Below Primary	7 (6.60)	29 (27.36)	56 (52.83)	7 (6.60)	3 (2.83)	2 (1.89)	2 (1.89)	106 (100.00)	2 (1.89)	106 (100.00)	673.29 (111.42)
Primary	2 (1.48)	32 (23.70)	69 (51.11)	19 (14.07)	5 (3.70)	4 (2.96)	4 (2.96)	135 (100.00)	4 (2.96)	135 (100.00)	774.01 (128.09)
Middle	3 (2.13)	31 (21.99)	65 (46.10)	25 (17.73)	5 (3.55)	4 (2.84)	8 (5.67)	141 (100.00)	8 (5.67)	141 (100.00)	779.40 (128.98)
Secondary	1 (0.44)	18 (7.96)	69 (30.53)	52 (23.01)	34 (15.04)	34 (15.04)	18 (7.96)	226 (100.00)	18 (7.96)	226 (100.00)	1127.52 (186.59)
Graduation	1 (1.05)	1 (1.05)	14 (14.74)	18 (18.95)	21 (22.10)	18 (18.95)	22 (23.16)	95 (100.00)	22 (23.16)	95 (100.00)	1479.97 (244.91)
Post Graduation	-	4 (8.16)	5 (10.20)	12 (24.49)	12 (24.49)	7 (14.29)	9 (18.37)	49 (100.00)	9 (18.37)	49 (100.00)	1432.10 (236.98)
Technical & Professionals	1 (2.08)	2 (4.17)	4 (8.33)	12 (25.00)	8 (16.67)	9 (18.75)	12 (25.00)	48 (100.00)	12 (25.00)	48 (100.00)	1603.12 (265.29)
All Levels	24 (2.40)	199 (19.90)	373 (37.30)	158 (15.80)	91 (9.10)	79 (7.90)	76 (7.6)	1000 (100.00)	76 (7.6)	1000 (100.00)	949.15

Note :- Figures in brackets indicate the percentage of column totals.

Table 5-(b)

Distribution of Non-migrants by their Earnings at Different Educational Levels

in Rs.

Levels of Education	Earning Groups							All Non-Migrants	Ar. Earnings
	Below 300	300-600	600-900	900-1200	1200-1500	1500-2000	2000 +		
Illiterate	9 (9.28)	42 (43.30)	40 (41.24)	3 (3.09)	1 (1.03)	2 (2.06)	-	97 (100.00)	545.44 (100.00)
Below Primary	1 (2.17)	19 (41.30)	22 (47.83)	3 (6.52)	1 (2.17)	-	-	46 (100.00)	591.20 (108.39)
Primary	1 (1.11)	40 (44.44)	35 (38.89)	7 (7.78)	3 (3.33)	2 (2.22)	2 (2.22)	90 (100.00)	644.77 (121.82)
Middle	8 (8.89)	22 (24.44)	40 (44.44)	15 (16.67)	2 (2.22)	3 (3.33)	-	90 (100.00)	644.77 (121.82)
Secondary	2 (2.59)	16 (12.70)	42 (33.33)	37 (29.37)	9 (7.14)	12 (9.52)	8 (6.35)	126 (100.00)	1026.27 (188.15)
Graduation	1 (2.63)	5 (13.16)	9 (23.68)	9 (23.68)	8 (21.05)	1 (2.63)	5 (13.16)	38 (100.00)	1099.32 (201.55)
Post Graduation	-	-	2 (16.67)	3 (25.00)	-	6 (50.00)	1 (8.33)	12 (100.00)	1340.83 (245.83)
Technical & Professionals	-	-	-	1 (100.00)	-	-	-	1 (100.00)	1100.00 (201.67)
All Levels	22 (4.40)	144 (28.80)	190 (38.00)	78 (15.60)	24 (4.80)	26 (5.20)	16 (3.20)	500 (100.00)	773.61

Note :- Figures in brackets indicate the percentages of column totals.

of non-migrants (108). Table 6 (a) and Table 6 (b). Further taking into account the proportion of workers from different age groups in different earning ranges we observed that in the classified highest level of earning group (above Rs.1200) the proportion of migrants from almost all age groups (excepting between 20 years to 30 years) is considerably at higher order as compared to non-migrants. Even from the retirement level of age groups (above 60 years) there were none from non-migrants as against of 18 percent migrants were observed in this earning range.

Education - Age and Earning Profiles - Taking age and levels of education of sample workers as the proxy variables an attempts has been made to estimate the earning profiles of migrants and non-migrants separately. This analysis would be providing the detailed and comprehensive information regarding that at what extent the differentials in earnings are existing between the migrants and non-migrants even after having similar levels of educational attainment and age group. On the basis of this exercise carried by us the analysis reveals that at the initial period of entry into labour market, the earnings of non-migrants are relatively higher than the migrants, otherwise throughout their working career the earnings are higher in favour of migrants. Constructing the indices of earnings at different age groups by taking the earnings at

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Table 6-(a)

Distribution of Migrants by their Earnings and Age Groups

Age Groups (Years)	Monthly Earnings in Rs.)						
	Number of Migrants by Earning Groups						Ar. migrants Earnings
	Below 300	300-600	600-900	900-1200	1200-1500	1500-2000	2000 & All
Below 20	-	3 (66.67)	1 (33.33)	-	-	-	4 (100.00) 400.00 (100)
20-30	7 (7.78)	38 (42.22)	31 (34.44)	8 (8.89)	3 (3.33)	3 (3.33)	90 (100.00) 659.31 (165)
30-40	3 (1.22)	51 (20.82)	103 (42.04)	39 (15.92)	24 (9.80)	14 (5.71)	245 (100.00) 869.17 (217)
40-50	3 (0.84)	63 (17.55)	122 (33.98)	59 (16.43)	42 (11.70)	37 (10.31)	359 (100.00) 1037.26 (259)
50-60	7 (2.75)	33 (12.94)	97 (38.04)	44 (17.25)	22 (8.63)	26 (10.20)	255 (100.00) 1057.15 (264)
60 & above	4 (8.51)	11 (23.40)	19 (40.42)	5 (10.63)	3 (6.38)	2 (4.25)	47 (100.00) 708.82 (177)
All Groups	24 (2.40)	199 (19.90)	373 (37.30)	155 (15.50)	94 (9.40)	79 (7.90)	1000 (100.00) 949.15

Note :- Figures in brackets indicate the percentages of column totals.

Table 6-(b)

Earnings of Non-migrants at Different Age Groups

Age Groups (in years)	Earning Groups (in Rs.)						
	Below 300	300-600	600-900	900-1200	1200-1500	1500-2000	2000 + All Non- migrants Earnings
Below-20	1 (8.42)	3 (66.67)	1 (33.33)	-	-	-	4 (100.00) 450.00 (100)
20-30	8 (8.42)	42 (44.21)	29 (30.53)	7 (7.37)	3 (3.16)	4 (4.21)	95 (100.00) 646.98 (144)
30-40	2 (1.37)	42 (28.77)	53 (36.23)	31 (21.23)	4 (2.74)	9 (6.16)	146 (100.00) 799.23 (178)
40-50	2 (1.33)	25 (16.67)	70 (46.67)	32 (21.33)	11 (7.33)	8 (5.33)	150 (100.00) 849.15 (189)
50-60	4 (4.88)	23 (28.05)	30 (36.59)	7 (8.54)	6 (7.32)	7 (6.10)	82 (100.00) 835.67 (186)
60 and above	6 (26.09)	9 (39.13)	7 (30.43)	1 (4.35)	-	-	23 (100.00) 485.22 (108)
All Groups	22 (4.40)	144 (28.80)	190 (38.00)	78 (15.60)	24 (4.80)	26 (5.20)	500 (100.00) 773.61

Note :- Figures in brackets indicate the percentages of column totals.

lowest age group as the base we further observed that although the indices of earnings of both migrant and non-migrant are consistently increasing with the increase of their age but the sharper increase has been observed in case of migrants than the non-migrants. Further, it is estimated that the peak earning age group for non-migrants as well as migrants with all educational levels is observed to be between 50 to 60 years. However, the earnings of non-migrants at their initial period of working life are registered comparatively higher at below primary level of education but these are picking up sharply in favour of migrants throughout remaining working life at all levels of education. At remaining levels of education (above middle level education) the average earnings at initial period of employment as well as the rates of increments^{in earnings}/are found comparatively higher in favour of migrants. This indicates that the migrants having different levels of educational attainments have greater levels of advantages as compared to non-migrants in the opportunity of earnings throughout their working career. Also, the higher amount of advantages in earnings in favour of migrants could be as a result of their higher productive efficiency postulating higher level of contribution into the economic development and economic growth.

Table 7-(a)

Age - Earning Profile of Migrants

Levels of Education	Age Groups						All Groups
	Below 20	20-30	30-40	40-50	50-60	60 +	
Illiterates	350.00 (100)	432.50 (124)	545.16 (156)	639.50 (183)	664.36 (190)	496.94 (142)	604.28
Below Primary	-	450.00 (100)	611.53 (136)	775.15 (172)	699.14 (155)	527.77 (117)	673.29
Primary	-	473.46 (100)	708.63 (150)	782.02 (165)	934.61 (197)	800.00 (169)	744.01
Middle	450.00 (100)	616.29 (137)	702.89 (156)	759.19 (168)	1064.28 (234)	831.25 (185)	779.40
Secondary	-	940.53 (100)	894.24 (95)	1224.59 (130)	1305.58 (139)	1110.00 (118)	1127.52
Graduation	-	1071.80 (100)	1354.21 (125)	1560.67 (144)	1871.42 (173)	1300.00 (120)	1479.97
Post Graduation	-	831.25 (100)	1183.93 (142)	1432.50 (172)	2092.00 (252)	1200.00 (144)	1432.00
Professional/ Technicals	-	1104.50	1270.90	1790.90	2300.00	9400.00	1603.12
All Groups	400.00 (100)	659.31 (165)	869.17 (217)	1037.26 (259)	1057.15 (264)	708.82 (177)	949.15

Note :- Figures in brackets indicate the indices of earnings at each educational levels.

Table 7-(b)

Age - Earning Profile of Non-migrants

(Monthly Average Earnings in Rs.)

Level of Education	Age Groups						All Groups
	Below 20	20-30	30-40	40-50	50-60	60 +	
Illiterate	400.00 (100)	530.63 (133)	463.65 (116)	680.36 (170)	547.86 (137)	380.91 (95)	549.44
Below Primary	450.00 (100)	475.00 (106)	523.93 (116)	664.55 (148)	718.18 (160)	460.00 (102)	591.20
Primary	300.00 (100)	548.33 (183)	616.21 (205)	655.33 (218)	750.00 (250)	566.67 (189)	644.77
Middle	550.00 (100)	485.71 (88.31)	742.59 (135)	807.46 (147)	678.57 (123)	456.67 (83)	664.43
Secondary	-	930.83 (100)	1037.28 (111)	1028.30 (110)	1198.13 (129)	600.00 (64)	1026.27
Graduation	-	690.91 (100)	1061.00 (154)	1297.23 (188)	1900.00 (275)	1000.00 (145)	1099.32
Post Graduation	-	1200.00 (100)	1284.29 (107)	1400.00 (117)	1500.00 (125)	-	1340.83
Technical and Professionals	-	-	-	1100.00	-	-	1100.00
All Levels	450.00 (100)	646.98 (144)	799.23 (178)	849.15 (189)	835.67 (186)	465.00 (103)	773.61

Note :- Figures in brackets indicate the index numbers of earnings at each education levels.

Conclusion - The overall assesment related to the distribution pattern of employment and earning opportunities available among the migrant and non-migrant workers in the sample city indicates that both better levels and status of employment opportunities as well as better levels of earnings have mainly favoured the migrants. As the migrants are observed, more or less, concentrated in the identified highly remunerative occupations available in different establishments and economic sectors. Moreover, the migrants are recorded to be more active and more resourceful than the non-migrants consequently the former groups are generating relatively higher amount of incomes, also may be contributing largely in the process of economic development and growth of the city than the latter groups. We also found that the proportion of workers confined in more productive economic sectors such as manufacturing and services (public administration) is significantly much higher among the migrants than the non-migrants. Besides, the amount of earnings earned by workers from employment throughout their working career are appreciably much higher in favour of migrants than the non-migrants. Even at the different levels of education the amount of earnings for former groups are recorded increasing more sharply than the latter ~~in~~ throughout their working span in employment.

Overall we observed that in urban labour market the employment opportunities of different kinds and status are fairly open for each group of workers. However, only the differences in educational attainment is observed to be contributing significantly in explaining the occupational and earning differences among migrant and non-migrant workers in the urban setting.

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